

Promising Practice: Breakfast Clubs

Buffalo and Erie County Workforce Development Consortium

Buffalo and Erie County Health Professions Collaborative

The Buffalo and Erie County Health Professions Collaborative, a Health Profession Opportunity Grants (HPOG) program, funded by the Administration for Children and Families' Office of Family Assistance, hosts monthly Breakfast Clubs to help students meet and interview with local employers.

The program's job developer arranges the sessions, reserving space for a featured employer who is invited to participate in the meet-and-greet session. The job developer creates flyers advertising the particulars of the event and distributes them approximately three weeks prior to the Breakfast Club to give employers an appropriate amount of time to respond to the invitation and prepare their presentations. The flyers are emailed to employer contacts and are distributed by the job developer on cold calls to prospective employers. Students are required to bring up-to-date résumés to the sessions.

On the day of the Breakfast Club meeting, the employer presents to a group of students about his or her organization, its hiring practices, and expectations for new employees. Employers discuss the details and qualifications of open positions and often bring applications for students to fill out on-site. Some employers conduct prescreening job interviews at the sessions if time permits. An employer who does not have enough time to conduct interviews at the Breakfast Club session contacts the job developer to arrange interviews at the employer's location. The job developer maintains regular contact with the employer after the Breakfast Club to receive updates on the HPOG job candidates that the employer would like to pursue.

For employers, Breakfast Clubs serve as an introduction to groups of eager, prepared healthcare graduates and potential new hires, a great recruitment opportunity. For the students, these sessions function as the first step in the application process. They allow the students to learn more about each organization and to find out if the organization would be a good employment fit for them. Most importantly, the sessions give the students an opportunity to make a strong first impression face-to-face and in person. The Breakfast Clubs have led to many follow-up opportunities and placements for the program's students.